

# CHURCH PROFILE FORM

## Church Information:

Name: \_\_\_\_\_

Location of church [City, State/Province]: \_\_\_\_\_

Classical Church Counselor: \_\_\_\_\_

## Search Committee Contact:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Home: \_\_\_\_\_ Cell: \_\_\_\_\_ Work: \_\_\_\_\_

Email address: \_\_\_\_\_

## Community Setting:

### Location

### Function

### Growth

Rural

Industrial

Growing

Small Town

College/University

Static

Metropolitan

Agricultural

Declining

Suburban

Recreational

Inner City

Military

Small City

Bedroom Community

Approximate population of community: \_\_\_\_\_

Church Profile:

We are open to:

Male and Female pastors

Female pastors only

Male pastors only

List all staff positions:

Position Available:

Date of vacancy:

General position description:

Full-time

Part-time

Bi-vocational position?

Yes

No

Number of years preferred of ministry experience of potential candidate:

Required languages:

## Church Demographics:

Average Sunday attendance:

Active adult professing members:

Profile of church members:

Age:

% 0-11	% 12-18	% 19-24	% 25-34
% 35-49	% 50-64	% 65+	

Occupation:

% Business	% Professional	% Trades	% Stay-at-home parent
% Agriculture	% Retired	% Student	% Other

Percentage of members belonging to the congregation:

Less than 5 years	%
5-10 years	%
10 or more years	%

Racial/Ethnic composition of congregation and surrounding community:

Composition of congregation:

Mono-Cultural

Multi-Cultural

Specific Ethnicity (specify: )

List the last three persons in this position:

- 1.
- 2.
- 3.

## Worship:

How are members involved in planning and participation in the liturgy/worship?

Describe the worship services in your church:

Describe the discipleship practices in your church for all ages of members and attenders:

## Building/Financial:

Present annual budget:

Last year's annual budget:

Percentage of financial obligations met (last complete year reported):

Budget

Denominational Ministry Shares

Classical Ministry Shares

Amount contributed above budget and ministry shares:

Specify (optional):

Facilities:

Describe facilities:

Are your buildings adequate for your ministries?	Yes	No
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If no, please explain:

Is a building program projected?	Yes	No
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If yes, describe what and when:

Does the church own a parsonage?	Yes	No
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Location of office or study:

## Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area:

If other, please specify:

The average annual increase for this position over the past three years is:

\$

or

%

Housing:

Housing allowance

Parsonage only

Either of the above

Benefits and expenses:

Pension

Medical insurance

Life insurance

Social Security or Canada Pension

Travel/mileage

Continuing Education funds

Continuing Education time allotted

Sabbatical policy in place

Annual vacation (# weeks)

Other (please specify)

## Church Characteristics:

*[Check which one(s) are closest to your church's characteristics]*

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

	Community exclusively	Community primarily	Community & current members/ participants equally	Current members/ participants primarily	Current members/ participants exclusively	
External						Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers	
Unchurched						Churched

In our church, the STYLE OF MUSIC used in the worship service is

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary						Traditional

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders & pastoral staff share leadership	Lay leaders function under pastoral staff	Predominantly pastoral staff	
Congregational members						Pastoral staff

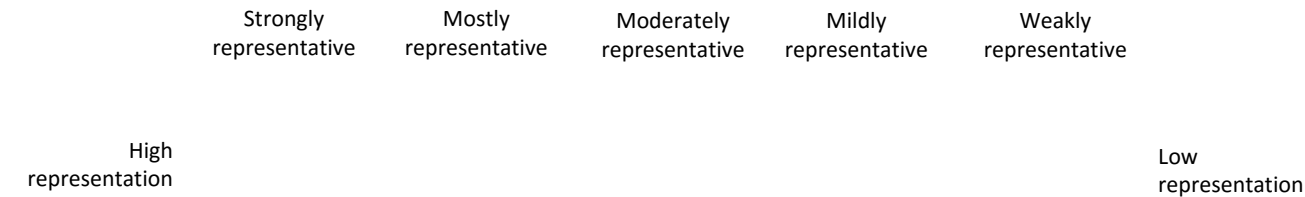
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal						Formal

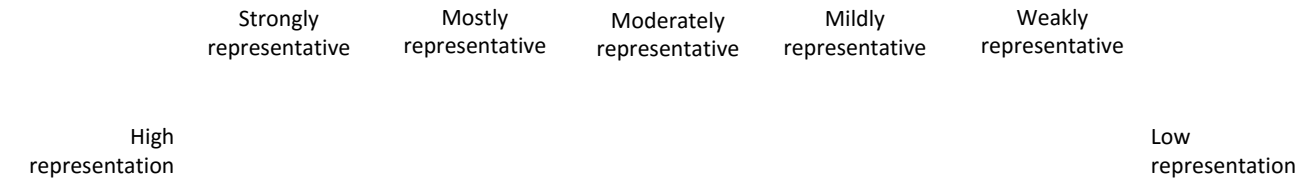
In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned						Planned

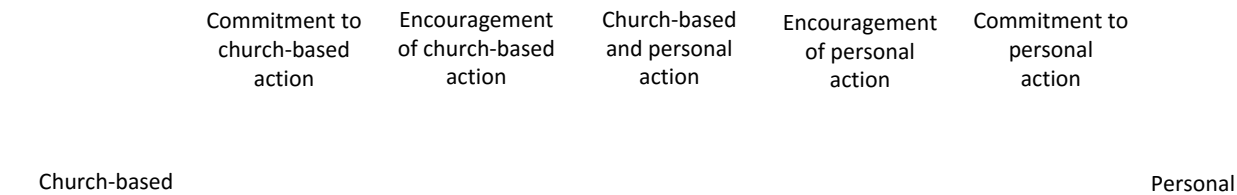
Our church is representative of the ECONOMIC DIVERSITY of our community



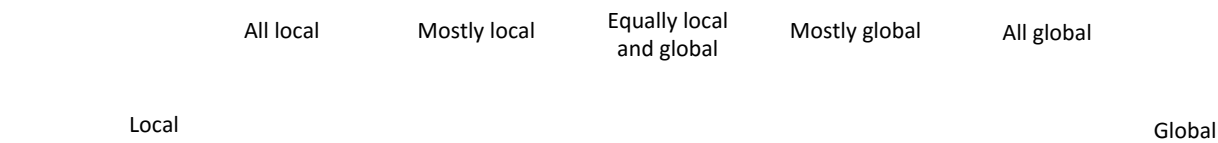
Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

In what ways does your church participate in ecumenical activities?

Reflect on your strengths/gifts as a church:

Reflect on your passions as a church:

List specific problems with which your congregation struggles:



Do you have a recently articulated mission/vision for ministry?

Yes

No

What has been the most interesting and challenging event in the life of your church in the last three years?

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

Describe what being Christians of Reformed accent means to you:

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

Identify some of the cultural challenges facing Christians and Christian churches today:

What have been the three most important events in the history of your church?

## Leadership:

How many council members does your church have?

What is the length of term for council members?

How often does the full council meet?

What subgroups of council exist, how do they function and how often do they meet?

## **PASTOR'S JOB DESCRIPTION**

### **Grace Christian Reformed Church of Welland**

#### **POSITION: Pastor**

**Position Purpose:** The Pastor is to provide spiritual and pastoral leadership to the membership of Grace CRC. The Pastor will preach, teach, and administer the Sacraments, and give primary leadership in the areas of worship, Ministry Coordination, Pastoral Care and Outreach.

**Supervision:** The Pastor serves under the supervision of the Church Consistory.

**Responsibilities:** Subject to review and adjustment in conjunction with the Church Council, the following constitute the major responsibilities of the Pastor:

#### **A. Worship** (The Pastor should be concerned about the spiritual well-being of the congregation, encourage spiritual growth, and call people to Christian living.)

1. To lead the church in articulating the vision, and understanding and embracing the mission of the church.
2. To regularly preach and teach the Word of God and administer the Sacraments in the congregation.
3. To plan and lead worship in conjunction with the worship coordinator, the musicians, and the Worship Committee.
4. To officiate, at the pastor's discretion with disclosure to the consistory, special services such as weddings and funerals.

#### **B. Ministry Coordination**

1. To know the "goings on" of the congregation's ministry, including regular contact with staff, group and program leaders, and other volunteers.
2. To support and assist the volunteers who have responsibility in the ministries of education, youth programs, and teach/lead education classes as needed.
3. To attend Consistory (elders), Council and Administrative Board Meetings, and serve as an advisor.
4. To partner with elders, deacons, and other leaders in encouraging and equipping members to be active in relationships of pastoral care.
5. To promote a healthy flow of communication regarding congregational matters, concerns, and joys, between office-bearers and the bulletin clerk.
6. To annually lead a training session for elders.
7. A minister in the CRC is also required to function at both the Classis and Denominational level, and ought to be active in ecumenical relationships, encouraging the church to participate as well.

#### **C. Pastoral Care**

1. To make it a priority to get to know the congregation – its members, programs, and history.
2. To provide pastoral care, in conjunction with elders and other care-givers, through visitation, counselling, and prayer for the sick, shut-ins, widows and widowers, and others in need.

3. To make appropriate referrals when necessary and quickly respond to crisis situations which arise in the congregation.
4. To be available. The position of Pastor requires great flexibility in hours available for work; including evenings and weekends. The pastor should be in the office a sufficient amount of time for accessibility to members of the congregation and for regular communication with members of the church staff. The Pastor also needs to be visible and available to the congregation and Council before or after Sunday services.
5. To pray for members of the congregation regularly.
6. To encourage and equip the elders and other leaders in forming and maintaining small groups.

#### **D. Outreach**

1. The Pastor actively volunteers in the community outside of the church
2. Create training opportunities for people to engage in outreach.
3. Challenge, encourage, and equip committees and groups to move forward in outreach.
4. Coordinate an outreach team to reach new residents in the community.

approved September 27, 2016